

## Summary Memo to the File

On October 8, 2013, a student wishing to remain anonymous visited with Dr. Guenter-Schlesinger, Vice-Provost, Equal Opportunity to express her concern about an “experiment” she had recently participated in. She indicated that she did not want to file a complaint, but requested assistance from the EO Office to assist her and look into this in order to make sure that no other students of color would feel hurt and offended the way she felt.

The student indicated she had participated in research conducted by [REDACTED], Professor, [REDACTED]s and another professor not from Western, [REDACTED]. She indicated that she found the questions on the instrument she was given to answer, offensive. She said she was invited to participate in this research and received money. Some questions that especially troubled her were (how she described them being phrased): “Do you feel like Black people should settle for jobs and then have to make their way up?”; said there was something about ghetto schools, like “Do you feel Blacks have less of an education because they go to ghetto schools?”; and “Do you think Black people act the way they do because of their parents?”

She said she could not understand why there were stereotypes in the research and wondered if people looked at her like that, in a stereotyped manner. She indicated that there were other questions not relating to Black people that included asking about LGBT issues, such as ““Do you want more friends that are gay?”

She said she asked the non-Western professor, [REDACTED] if she could talk to him about this and he indicated she would have to wait for some weeks. She said she was so upset that when she got to the hall outside the classroom, she started crying.

Dr. Guenter-Schlesinger indicated to the student that she would contact [REDACTED] as well as talk with the Research Office (Janai Symons) to better understand research protocol and parameters. She indicated to the student that all our professors have to undergo a rigorous process through the Research Office before they can conduct any research, and that she would get more information about this.

Dr. Guenter-Schlesinger received permission from the student to share the discussion with Ted Pratt, Dean of students, so that in the meantime, Dean Pratt could reach out to her and provide support. Dr. Guenter-Schlesinger also told her that she could go to the Counseling Center if she was feeling she needed that support as well. The student thanked Dr. Guenter-Schlesinger and said she would be fine. After meeting with the student, Dr. Guenter-Schlesinger contacted Dean Pratt and passed along the information.

On October 10, 2013, Dr. Guenter-Schlesinger visited with Janai Symons, Research Compliance Officer, to review the parameters of approving research. Ms. Symons confirmed that Professor [REDACTED] had followed the required protocol.

On October 14, 2013, Dr. Guenter-Schlesinger met with Professor [REDACTED], who she had previously told that there was not complaint against him, and that a student was upset about his research she had participated in and that she had asked that this be looked into informally. SGS indicated he was welcome to bring faculty union representation with him. Lambert to accompanied him to the meeting.

Dr [REDACTED] explained the nature of his research included purposely was to better understand the nature of bias, prejudice and stereotyping. He indicated that his research had to do with private giving (donating money) and that private giving goes down when you increase public funding. Dr [REDACTED] said you could expect a different relationship if it is a cause that you feel passionate about versus one that you don't feel passionate about. He explained that the participants get paid according to the decision they make. He also indicated that the money the student indicates in the research they are willing to "give" (donate) actually goes to a real charity (that's why some got more or less money).

Dr [REDACTED] explained that the reason Dr. [REDACTED] told the student that he could not tell her right away was because it would destroy the nature of the experimental process. He indicated that he and his colleague have been doing work on personality and gender issues and is sensitive about these issues and would be happy to have the student contact him in the future so he could go over this with her personally.

Dr. Guenter-Schlesinger indicated to Dr [REDACTED] that she would pass this information along to the student. Dr. Guenter-Schlesinger tried calling the student and left a message to be called back.

The results of this inquiry did not show discrimination or bias based on a protected category had occurred in any way, but rather that the nature of the research, albeit upsetting to this student, was purposely trying to get at issues of bias. Dr. [REDACTED] fully and cooperatively participated in the discussion with Dr. Guenter-Schlesinger.